

## About FlexiTime

Founded in 2008, FlexiTime is a New Zealand technology company that builds software solutions to simplify employment. Across a range of products and markets, the FlexiTime team is focused on streamlining and automating the complex, repetitive, and tedious day-to-day requirements of running a business. The company's products include online payroll, timesheets, invoicing, and rostering software.

FlexiTime's flagship payroll product, PayHero, makes payroll simpler and more intuitive for New Zealand employers and their employees. PayHero is focused on compliance and follows the very latest Holidays Act guidance from MBIE. Incorporating online timesheets, employee self-service, leave management and automated payday filing, PayHero provides payroll solutions for Kiwi businesses of any size.



FlexiTime was a finalist in the 2019 Wellington Gold Awards, included in the 2015 Deloitte Technology 500, and were positioned 158th in the fastest growing technology businesses in Asia Pacific.

## The Holidays Act - A brief overview

- All employees in New Zealand are entitled to a minimum of four weeks annual leave every year. It's an important principle in law that ensures workers get paid time off to rest and recuperate with their families.
- In the Holidays Act employee annual leave entitlements are described in weeks. This dates back to the introduction of the Annual Holidays Act 1944, which granted the right to two weeks' paid holiday for all employees.
- The nature of work has changed a lot since 1944 and in today's society not everyone works a standard week, with more casual and part time workers and people with unpredictable work patterns. For these employees, it can be more difficult to determine what a week is because their hours and days of work are variable.
- In 2017 the Ministry for Business Innovation & Employment released a guidance document to provide additional clarification about how businesses should apply this concept of a week when calculating leave for their employees.
- Since then many large businesses have been undertaking audits and identifying historical annual leave underpayments that need to be rectified.
- Businesses that have questions about the Holidays Act should contact their payroll provider to check that their system complies with the latest guidance from MBIE and talk to their employees to agree what a week of work is for the purpose of calculating holidays.



**Robert Owen**  
Founder & CEO

Robert Owen is a seasoned business owner and successful entrepreneur who has spent the last 20 years developing innovative software solutions that help businesses manage their workforce.

Founder and CEO of FlexiTime and Invoxy, a global software as a service invoicing product, Robert is involved in most aspects of the business from finance to product management.



The FlexiTime Team